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by to: ADDIEBS  
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Cynthia  
file in  
"Other Agency"  
file

## MEMORANDUM FOR THE RECORD

SUBJECT: Meeting with the Department of State Policy Staff

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1. On 27 August 1985, [redacted] (State Dept. liason officer on the SSA's staff) and I went to the Department of State to meet with the Director of the Personnel Policy and Coordination Staff, Mr. William E. Bacchus and a member of his staff, Tory Whitman. This staff comes under the Bureau of Personnel. We initiated the meeting as a part of our campaign to create a dialogue with our counterparts in other agencies.

2. Mr. Bacchus and Mr. Whitman make up the staff at present but several more persons are expected to join the staff soon. It appears that the role of their policy staff differs from ours in that they cover all personnel issues while we do not cover those areas under the jurisdiction of other Deputy Directors of Personnel. They do prepare papers, but mainly they coordinate policy, looking at policy from the perspective of the overall personnel system. They also meet with the staffers of Congressional committees and are conversant with which way the wind blows on specific subjects. They do not cover allowances which Bacchus mentioned was on the "administrative side". We invited them to visit us in the future and they were interested in pursuing the dialogue. The subjects covered are discussed below.

3. Retirement legislation was the first issue raised. Their present thinking is to go along with the Stevens Roth bill and to incorporate amendments to the Foreign Service Act, retaining their unique features and control of their own system. They are in touch with [redacted] and company.

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4. The impact of the Inman Panel proposals is another major concern. Specifically mentioned were:

a. the new security service. It would involve approximately 1500 people and would probably be a separate bureau. As presently being discussed, the domestic positions outnumber the overseas positions by 3 or 4 to 1, causing problems in career progression and the assignment process. There is also a major dispute as to whether these employees should be part of the Foreign Service or the General Schedule.

b. the impact on the use of foreign nationals. One of the proposals under discussion is that FNs should not have access to certain phases of the computer systems and that certain computer jobs would be restricted to Americans.

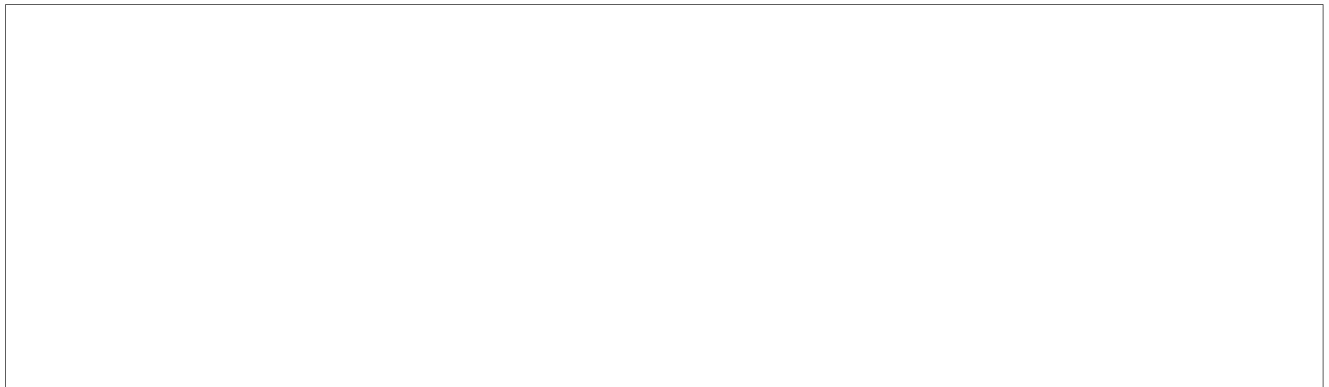
5. The centralized career progression and assignment process is high on their agenda and they are espousing a systemic review while trying to fend off the piecemeal changes being proposed.

6. They are doing very well in the assignment of tandem couples and at present have only 20 on LWOP and 20 at separate posts. The others are assigned together, many at hardship posts. Couples make up 8-9 percent of the Foreign Service. The problems will increase as the couples move up in rank. Not only will dual assignments become more difficult, nepotism becomes a factor.

7. Recruiting is not a problem. Out of 18,000 applicants this year, they selected 225. The problem is finding room to move junior officers up. Recruiting minorities is still a problem however.

8. The need for language skills remains a problem. Their language incentive program uses step increases which has caused wind falls to some employees. In retrospect, Mr. Bacchus feels that it makes more sense to establish language aptitude as a recruitment requirement and provide the training in house. This in spite of the comments from Congressional staffers who feel that more attention should be given to recruiting people with language capability instead of spending so much money on training employees.

9. A brief comment was made that they wouldn't be surprised if their congressional committees looked at allowances in the future based on the some comments from staffers about "gold plated assignments".



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